

To: HR Directors  
From: Karen Wingo  
Subject: Flexibility with Form I-9 Requirements Extended for 30 Days

Human Resources Directors,  
The Department of Homeland Security (DHS) and U.S. Immigration and Customs Enforcement (ICE) announced temporary flexibility in complying with Form I-9 requirements due to COVID-19 on March 20.

This temporary guidance was set to expire May 19. Due to the ongoing situation related to COVID-19, DHS has extended the flexibility for an additional 30 days.

For additional details, please visit <https://www.ice.gov/news/releases/ice-announces-extension-flexibility-rules-related-form-i-9-compliance>

As a reminder, this flexibility only applies to employers that are operating remotely. The original guidance, including eligibility requirements, is located at <https://www.ice.gov/news/releases/dhs-announces-flexibility-requirements-related-form-i-9-compliance>.

If you have any questions, please feel free to reach out to your DSHR Consultant (803-896-5300) or me (803-422-8645) for additional guidance.

All the best,  
Karen